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29 August 1972

MEMORANDUM FOR: Deputy Director for Intelligence  
Director of Personnel

SUBJECT : Critiques by Area Studies Summer  
Interns

1. Attached are copies of the critiques done by 13 of the 14 1972 Area Studies Summer Interns. (Fifteen students started the program, but [ ] was accepted into the CT Program. The critique from [ ] will be forwarded to you after he completes his project in OCI.)

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2. In my instructions to the interns, I asked them to comment on and make suggestions for improving four areas: Processing, assignment, Orientation Briefings and attitude regarding returning to the program next summer and accepting future staff employment. Based on my interpretation of their comments, I summarize their reactions as follows:

	Favorable	Unfavorable	Mixed
Processing	58%	33%	9%
Assignment	75%		25%
Orientation	25%		75%
Future	91%	9%	

3. The most significant outcome, it seems to me, is that while there were mixed and unfavorable comments regarding processing, assignments and the orientation briefings, over 90% of the interns have a favorable attitude toward the agency. This is, of course, the primary purpose of the program. (The one unfavorable response was not directed at the Agency, per se. The intern wants to practice law and will seek employment where he can rotate through a wide variety of offices.) Three of the interns have already been put in process for staff employment. Four wish to be in the program next summer. Three will complete graduate school this academic year and wish to be considered for staff employment next summer. One intern finishes his M.A. next May. If he goes on for his Ph.D., he wishes to return as an intern, if not, he wishes staff employment. We can thus expect to exceed considerably our previous conversion to staff employment rate of 21% and our secondary purpose will

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have also been accomplished.

4. I was pleased to note the highly favorable reaction to their assignments. The only real problem was one intern who felt she was not busy enough for the first month. This was corrected immediately after I advised the interns to report any problem to me that they could not resolve in their own office. Typical favorable comments were: "Staff showed utmost friendliness and assistance." "Work interesting and rewarding." "Learned more in two months on the job than in one year of graduate school."

5. Obviously, improvements are needed in processing and the orientation briefings. Many problems in the latter area, such as starting the orientation after some interns have been here for weeks, not having enough time for each briefer, cramming too many briefings into one day, etc., will be solved once we get the processing improved. To do this, I have already started the program two months earlier than in prior years by finding out now which interns wish to return to the program next summer. I have written each office asking for their requirements for next summer. I will summarize these and distribute them and the already-printed flyers to the recruiters at their conference 25-27 September. I have moved up the deadline for receipt of applications to 15 January. I have advised the officers that everyone must be in process by 15 February so that all interns will be cleared and notified that they have a job by 1 May. The Office of Security has promised that they will process all interns on an expedite basis next year.

6. I think that moving the schedule up will alleviate most of the processing problems. We must do a better job of keeping the interns informed about the status of their processing and be more candid with them when medical or security problems arise. We must also provide them more advanced information on pay, housing, and transportation.

7. Again, getting the interns on duty earlier will permit spreading out the briefing schedule so such minor problems as missing car pools, providing advance copies of biographic data on speakers, etc., can be corrected. The movie "Need to Know" was shown over my objections at the request of the Director of Training. I will insist it not be shown next year if the Office of Security is still showing it during their briefing. One major policy question on which I would appreciate your guidance is the request by several interns to have a briefing about the DD/P. After some reflection, I suggest this be given. I believe the Headquarters and overseas organization can be explained in a secure manner so that the interns can understand how information they receive and analyze is collected. In summary,

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the critiques show many administrative improvements which need to be made in the summer intern program, but that it has also achieved its primary and secondary purposes.

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[Redacted]  
Coordinator for  
Cooperative Programs

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OP/RD/[Redacted] (29 August 1972)

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REMARKS: <div style="border: 1px solid black; height: 50px; width: 150px; margin: 10px auto;"></div> <p style="text-align: center;"><i>File</i></p> <p style="text-align: center;"><i>File: Internal</i></p> <div style="border: 1px solid black; height: 60px; width: 400px; margin-top: 20px;"></div>		

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